



SUSTAINABILITY REPORT 2023



About This Report

REPORT OVERVIEW

Stratas Foods is proud to release the company’s inaugural sustainability report prepared in reference to the Global Reporting Initiative (GRI) Standards. Our full index of GRI Disclosures can be found in the [report Appendix](#).

This report is aligned with the Processed Foods Sustainable Accounting Standard as part of the Sustainable Accounting Standards Board (SASB). SASB identifies sustainability-related risks and opportunities and guides company reporting in these areas of financial materiality. Our full index of SASB Disclosures can be found in the [report Appendix](#).

Our report reviews the progress we have made throughout our ESG pillars and outlines the sustainability initiatives we plan to set forth in coming years. Where relevant, it links our efforts to the United Nations Sustainable Development Goals (UN SDGs) and their respective targets we work to advance.

SCOPE OF REPORT

The information in this report includes all of Stratas’ operating locations as a single, privately held entity. The period of this report and the contents within cover our most recent calendar year, January 1st, 2023, to December 31st, 2023, unless noted otherwise.

POINT OF CONTACT

For questions or comments about this report, please contact: Kimberly Dixon, kimberly.dixon@stratasfoods.com

Table of Contents

INTRODUCTION

- 2 About this report
- 3 Letter from CEO
- 4 About Stratas Foods
- 5 Governance Structure, Composition & Company Policies
- 5 Sustainability Plan
- 6 Materiality and Stakeholder Engagement
- 7 Sustainable Development Goals

ENVIRONMENT

- 8 Environmental Management Approach
- 9 Greenhouse Gas Emissions
- 10 Waste and Food Waste
- 11 Product Packaging

SOCIAL

- 12 Social Management Approach
- 13 Occupational Health and Safety
- 13 Employee Wellness Highlight

GOVERNANCE

- 15 Governance Management Approach
- 16 Product Safety and Labeling
- 19 Ingredient Sourcing

APPENDIX

- 21 GRI Content Index
- 28 SASB Index



Letter from CEO

At Stratas Foods, our Team is fiercely focused on re-defining what is possible to help our customers thrive. Integrating sustainability into our business operations allows us to help our stakeholders, including our customers, employees, and community, thrive. Our values of Care First, We > Me, Own It, Act Now, and Think with Purpose anchor our sustainability efforts. Stratas has been and always will be committed to operating to the highest standards. We are dedicated to conducting our business in a socially responsible and ethical manner while maintaining compliance with all laws and regulations. We hold ourselves and our supply chain partners accountable for using responsible business practices and integrity in all actions. We promote ethical behavior, sustainability, and social responsibility while driving business success and creating long-term value for all stakeholders in the following ways:

1. Ensuring that Company policies reflect the organization’s core values, mission, and commitment to responsible business conduct.
2. Reinforcing workplace diversity, community, and employee engagement through performance evaluations, organizational goals, and performance management..
3. Developing policies and providing training and education programs for all employees on responsible business practices, ethical decision-making, and sustainability initiatives.
4. Providing recognition and rewarding leaders and employees who demonstrate responsible business conduct, ethical behavior, and safety through performance evaluations and our recognition program.
5. Monitoring and evaluating the impact of policies to assess effectiveness and identify areas for improvement.

In early 2024, we conducted a materiality assessment which helped us prioritize our most important sustainability impact areas. Using this assessment as a guide, we are working to implement short and medium-term actions and evaluating longer-term actions that will further our commitment to sustainable development. Our team has taken the next step in our sustainability journey in beginning to root our strategy in our values and industry best practices, setting internal and external expectations of responsible business, and baselining important metrics within our three pillars.

We are proud of our accomplishments this past year, and we are energized by the opportunities to make Stratas a more resilient and responsible business.

Looking ahead to our plans for the remainder of 2024, we will continue to:

- Reduce the consumption of energy, water, and other resources needed to operate and supply our customers.
- Minimize waste by increasing recycling and reusing materials on our packaging and products.
- Communicate sustainability commitments and efforts to our stakeholders, including employees.
- Continue to look for new and innovative ways to support sustainable development.
- Evaluate the highest priority impact areas to set targets and track progress towards these annually.
- Review our policies for alignment with sustainability best practices and standards.

We are proud of our accomplishments this past year, and we are energized by the opportunities to make Stratas a more resilient and responsible business.

Sincerely,

Erik Heggen
Stratas Foods CEO





About Stratas Foods

Stratas Foods LLC, a privately held company, (“Stratas Foods,” “Stratas,” “the Company,” “we,” us” and “our”) is the leading supplier of fats, oils, mayonnaise, dressings, and sauces to the food service, food ingredients, and retail private label markets in North America. Stratas Foods was formed in October 2008 as a 50/50 joint venture between ACH Food Companies (ACH) and Archer Daniels Midland (ADM). We have built our leadership position in the industry through a combination of product consistency, quality, and service. More about our parent companies can be found in the [report Appendix](#).

Stratas is recognized for our research and development innovation, helping meet consumer demands with exceptional products. We utilize our customer-focused experimental space, THE KITCHEN, to allow customers to experiment, test, and invent new recipes.

We have production facilities in Illinois, California, Georgia, Texas, Tennessee, and New Jersey and distribution centers across the United States. Learn more about our locations [here](#).



OUR VISION, CULTURE & VALUES

Our Team will be fiercely focused on redefining what is possible to help our customers thrive. We will accomplish this by focusing on the following:

- Building deep, cross-functional relationships with customers, suppliers, and other business partners
- Fostering a teams-based approach to flawless execution, continuous learning and improvement
- Innovating to bring new solutions to our customers
- Helping our customers solve challenges through industry-leading technology support
- Providing a broad portfolio of solutions that fully meet our customers’ evolving needs



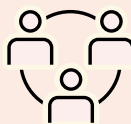
Care First



We>Me



Own It



Act Now



Think with Purpose

OUR EMPLOYEES

Stratas Foods is committed to equal employment opportunity, affirmative action, and diversity and inclusion in its workplace. We aim to establish and maintain a talented, productive, and diverse workforce that works together effectively to accomplish our goals. We recognize the importance of encouraging and supporting employees in training and development activities related to their work.

We outline our approach to this in our [Training and Development Policy](#).

**The numbers above are in full-time equivalent, reported as of April 11, 2024. We do not employ part-time employees. Temporary employees are employed by agencies and vary based on need. We do not centrally track temporary employee headcount.*



*EMPLOYEE BREAKDOWN

Work Location	Female	Male	Total
Dallas, TX	24	52	76
Decatur, IL	69	164	233
Englewood, NJ	54	98	152
Fresno, CA	16	59	75
Houston, TX	2	4	6
Memphis, TN	115	81	196
Nashville, TN	13	51	64
Quincy, IL	17	45	62
Valdosta, GA	18	48	66
All Employees	328	602	930

Governance Structure, Composition, and Company Policies

Stratas Foods is led by a Management Committee (MC) of four members who are selected by our parent organizations, ADM and ABF, with two from each. The MC acts as our Board of Directors, overseeing and approving all strategic decisions and business plans. The MC engages in formal training provided by the parent organizations. We have an executive responsible for managing the decision making and oversight of Stratas' impacts who reports directly to the MC. Our MC members are not considered independent due to their employment and appointment by ADM and ABF.

Reporting to the MC, Stratas' executive team is responsible for developing values and mission statements, strategies, policies, and goals for the organization. To support the policy development of the organization, we assign a subject matter expert (SME) to each of our policies, which are then reviewed by a relevant executive and approved by our CEO. To be transparent with our stakeholders, Stratas publishes our policies on our website, which can be found here: [Stratas Policies](#). More information on our governance structure can be found in Appendix section 2-9.

SUSTAINABILITY OVERSIGHT

Stratas' CEO, Vice President (VP) of Integrated Business Planning, General Counsel, and Environmental Manager oversee the sustainability efforts at Stratas. Currently, the General Counsel, along with other executive leaders, provides a quarterly review and update on sustainability initiatives to the MC. In 2024, we are working towards formally implementing a sustainability management committee to oversee our sustainability initiatives, goals and tracking and communication of progress.

Sustainability Plan

In 2024, Stratas' leadership team developed a detailed sustainability plan that will:

- Create a roadmap towards sustainable development
- Proactively plan for employee resources within our organization to manage different sustainability pillars and initiatives of our plan, adding an element of accountability and ownership to our sustainability program
- Define measurable actions and opportunities that allow us to regularly track progress and reevaluate as needed
- Inform key stakeholders of our sustainability direction

Our plan is currently monitored by our VP of Integrated Business Planning, General Counsel, and Environmental Manager and will be reviewed on a semi-annual basis. Details of this plan can be found throughout this report.

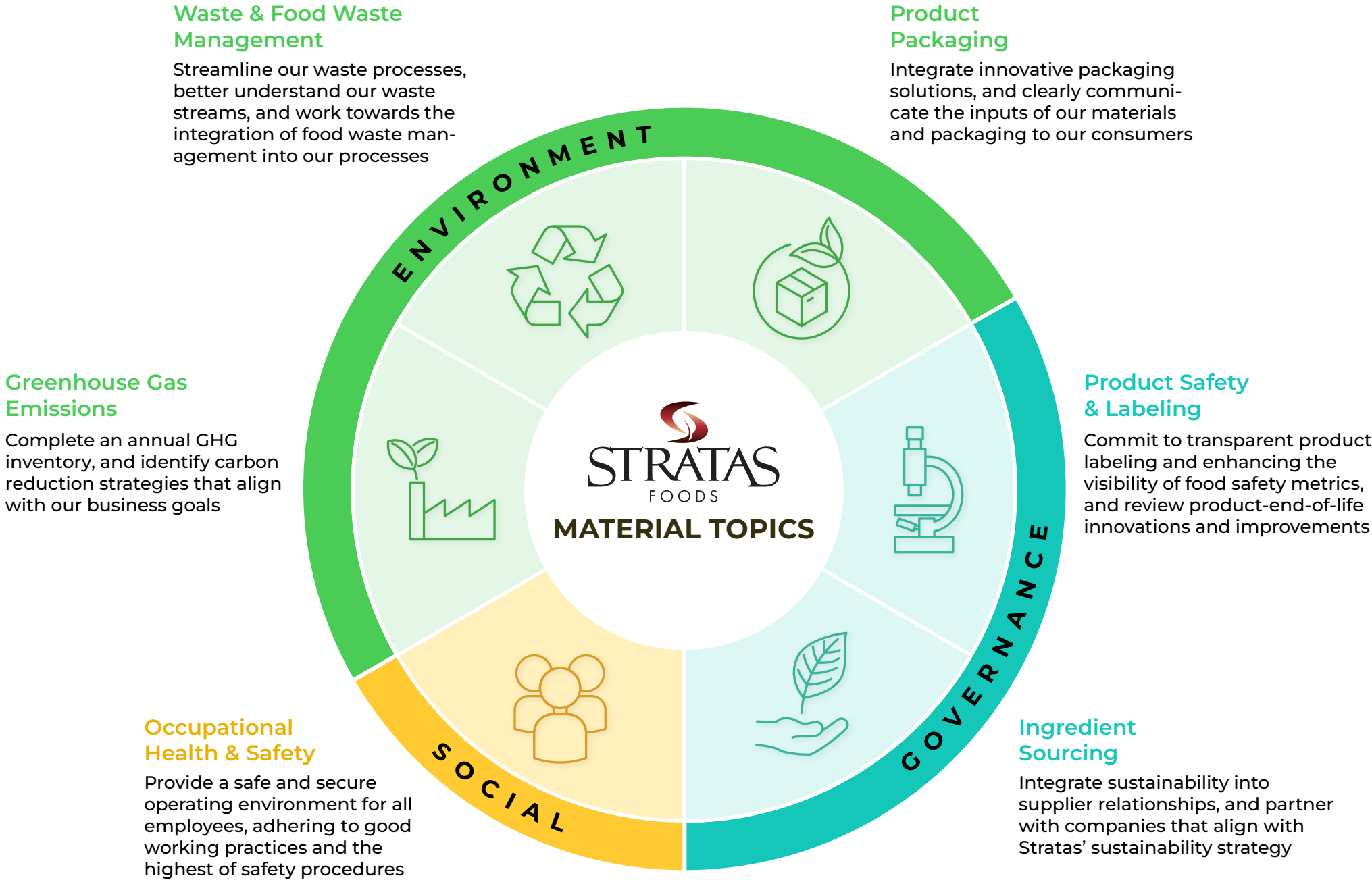


Materiality and Stakeholder Engagement

In 2024, we conducted a materiality assessment to identify our most significant sustainability impact areas. The assessment entailed analyzing our influence on business operations and key stakeholders, including our employees, leadership, customers and the community. With GRI's guidance as its foundation, this process helped us identify sustainability-related impacts throughout our business and our priority focus areas. Our materiality assessment process involved an industry analysis to benchmark our performance against key customers and peers, interviews with leaders across Stratas to discuss organizational priorities, and an evaluation of the risks, opportunities, and impacts of sustainability topics.

Our analysis incorporated principles of double materiality. We plan to consider both the financial impacts on Stratas and our impacts on society as we iterate on our Sustainability Plan. For our current topic list, we leveraged various reporting frameworks, including GRI and SASB, to inform what topics to consider. The result of our most impactful areas, listed below, will guide our future sustainability planning, initiatives, and reporting.

Although community engagement is not listed as a material topic, at Stratas, we view our community as a key stakeholder and are committed to charitable giving and volunteerism in our communities. Our local engagement efforts are overseen by a team of employees on our Stratas Serves initiative. To learn more about Stratas Serves and the impact we have in the communities where we operate, please see our [community engagement webpage](#).



PILLARS & ASPIRATIONAL GOALS

ENVIRONMENT	SOCIAL	GOVERNANCE
Optimize our resource management and innovate our products to help our communities, customers, and environment thrive	Ensure employee safety and well-being is our top priority	Operate to the highest standard of corporate citizenship, communicating our expectations to our partners and sustaining our culture of continuous improvement

UN Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (UN SDGs) launched in 2015 calling for urgent action by all countries to improve quality, health, education, infrastructure, and economic growth while tackling significant environmental issues, like climate change.

Several of our sustainability initiatives align with the UN SDGs. As we continue our sustainability journey, we will evaluate and update our alignments to the SDGs when necessary. Outlined below are the actionable steps we will take in the coming years that contribute to the SDGs.



SDG 3: Good Health and Well-Being

SDG 12: Responsible Consumption and Production

Stratas will contribute to SDGs 3 and 12 through the following:

- Improve the efficiency of our natural resources and the sustainability of our product packaging
- Explore relevant goals to set for packaging content
- Reduce and reuse packaging materials wherever feasible
- Implement waste reduction strategies across our operations
- Collaborate with customers and industry stakeholders to help develop a more sustainable supply chain for palm oil, palm kernel oil, and their derivatives; including commitments to implement no-deforestation, no-peat, and no-exploitation (NDPE) practices.
- Evaluate product value chain options and consider a supplier sustainability program

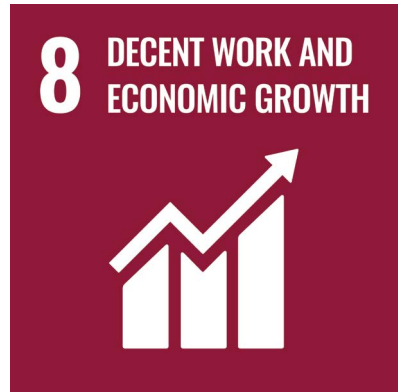


SDG 7: Affordable and Clean Energy

SDG 13: Climate Action: Energy and GHG Emissions

Stratas will contribute to SDGs 7 and 13 through the following:

- Annual tracking of our emissions, beginning with scopes 1 and 2
- Identify ways to reduce our emissions in line with our emissions reduction goals
- Evaluate renewable energy options



SDG 8: Decent Work and Economic Growth

Stratas will contribute to SDG 8 through the following:

- Reviewing regularly our safety procedures in our operations where applicable
- Provide a safe, diverse, and fair working environment for our employees, including those with disabilities
- Continue our annual supplier evaluation process to assess our tier-one suppliers for responsible business practices, working towards including labor and human rights criteria within assessments

ENVIRONMENT

ENVIRONMENTAL MANAGEMENT APPROACH

At Stratas Foods, taking accountability for and addressing our environmental footprint are integral parts of our sustainability efforts. Our material topics in this pillar are Greenhouse Gas (GHG) Emissions, Waste Management, and Product Packaging. Although water is not listed as a material topic, at Stratas, we view water management as an important component to our operations. We continuously monitor our water consumption and look for ways to reduce water use and improve water efficiencies.

In our Environmental pillar, we are committed to:

- Engaging with customers on product requirements to minimize the impact of our products on the natural environment such as reducing raw material waste, recycling solid waste where feasible, and optimizing the amount of packaging used for company products.
- Increasing the efficiency of all our facilities to reduce resource consumption and GHG emissions.
- Managing expectations of current suppliers to understand a shared commitment to the environment by requesting environmental and/or sustainability policies, and setting expectations with new suppliers to understand that they share Stratas’ commitment to the environment through their values, actions, and targets.
- Participating in activities that support our local communities’ efforts to improve a shared environment, including being a responsible neighbor and reducing or eliminating any adverse environmental impacts.

Our [Environmental Policy](#), which is applicable to all Stratas facilities and employees, guides our approach to environmental stewardship and is available on our website. Management of this policy and company environmental performance, including our GHG emissions, water, and waste data, are overseen by our Corporate Environmental Manager. Our performance is reviewed monthly by our Management Committee.

MATERIAL TOPICS



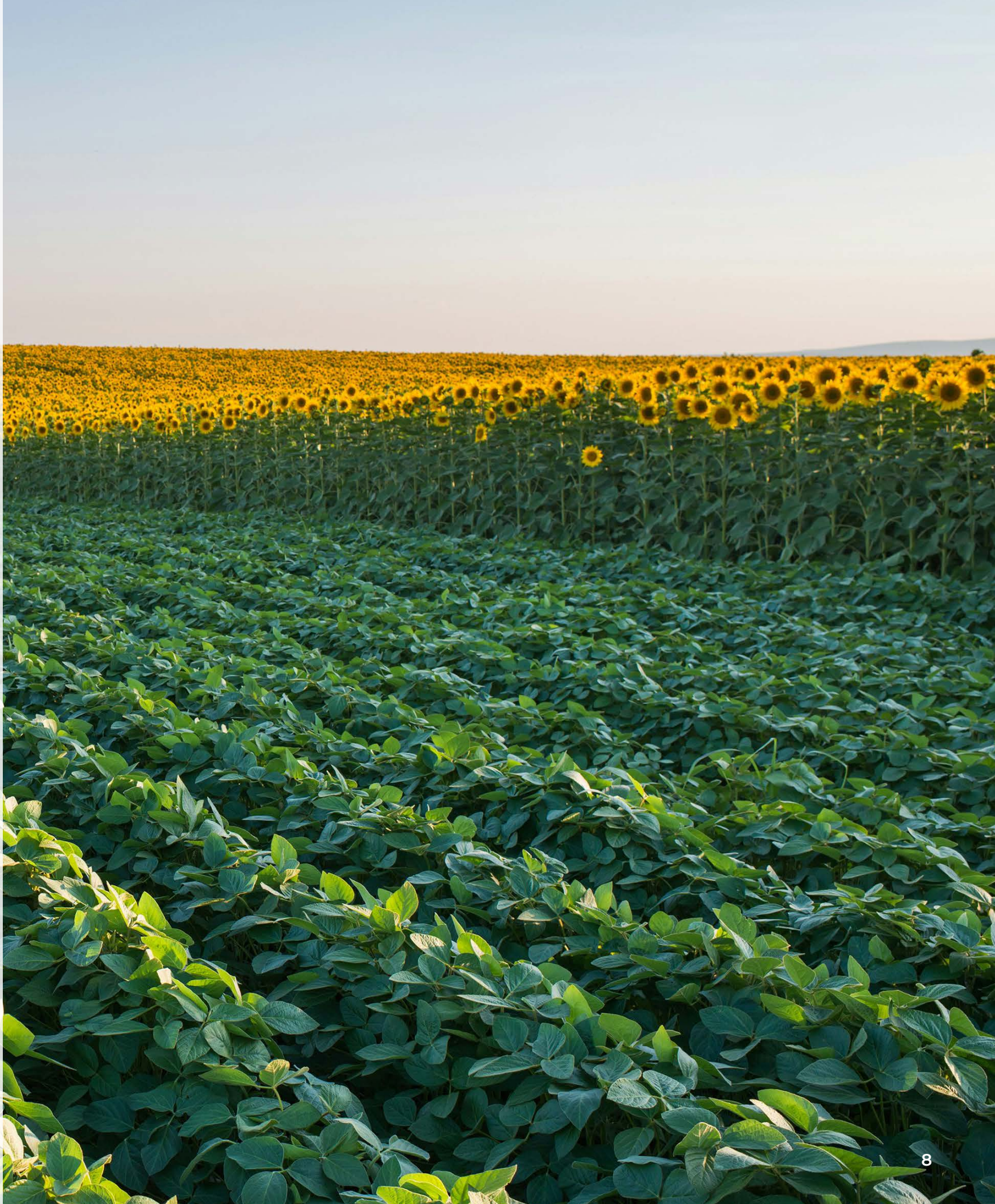
Greenhouse
Gas Emissions



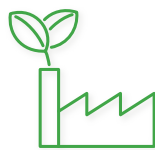
Waste and Food
Waste Management



Product
Packaging



Greenhouse Gas Emissions



Complete an annual GHG inventory, and identify carbon reduction strategies that align with our business goals

A foundational component of our GHG emissions management is tracking our GHG emissions. Stratas established our baseline year of scope 1 and 2 GHG emissions in 2021, and our target is to reduce our scope 1 and 2 GHG emissions by 10% by 2030 from that baseline. Our GHG emissions accounting is completed in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Overall, our scope 1* and 2 emissions decreased by 3% last year, driven primarily by a 52% reduction in our scope 1 emissions from natural gas, which we attribute to preventative maintenance. Our scope 2 emissions are primarily from electricity use and the remainder includes using natural gas in our production processes and building heat. We experienced a slight year-over-year increase of 6% which was primarily due to changes in emission factors as our 2023 electricity consumption was almost unchanged compared to 2022.

Looking at our GHG reduction goal and 2021 baseline, our 2023 scope 1 and 2 emissions have increased by approximately 19%. We have been successful in reducing our scope 1 emissions by 12% compared to our baseline. However, our scope 2 emissions have increased by 22%, which we attribute primarily to a change in our calculation methodology and an increase in production. Over the past three years, Stratas has continued to refine our data collection process for our GHG inventory. We now work with a third-party platform that offers a centralized place for our data and calculates our emissions. This has allowed Stratas to continue increasing our confidence in both our data and emissions calculations.

GHG EMISSIONS DATA

	2021	2022	2023
Direct (scope 1) GHG emissions (MT CO2e)	2,676	4,875	2,355
Indirect (scope 2) GHG emissions from energy, location-based (MT CO2e)	22,522	26,007	27,518
Total scope 1 & 2 emissions (MT CO2e)	25,198	30,882	29,873
GHG emissions intensity – scopes 1 & 2 (lbs CO2e per lb of product produced)	0.0228	0.0279	0.0263

**Our scope 1 calculations exclude steam due to three locations not measuring steam as it is not separate from natural gas. The locations with steam measured have a separate measurement based on their pull from our parent company allocation.*



GHG EMISSIONS PLANNED INITIATIVES

In 2024, we will work with a third-party consulting firm to develop a more robust plan for managing GHG emissions as part of our companywide sustainability plan and help us get back on track toward achieving our 2030 goal. Other priority actions for 2024 include:

- Identifying opportunities to improve energy tracking and management
- Conducting a scope 3 feasibility assessment
- Evaluating options to source renewable energy

We plan to provide updates on these initiatives in our next sustainability report.



Waste and Food Waste



Streamline our waste processes, better understand our waste streams, and work towards the integration of food waste management into our processes

As a food product manufacturer, managing our waste and food waste streams is important both for operational efficiency and to mitigate our impact on the environment. Stratas strives to reduce our waste-to-landfill by conducting waste audits, utilizing composting, increasing recycling, and implementing energy recovery processes. Our goal is to achieve a 5% reduction in landfilled waste by 2025 from our 2021 baseline.

Our waste management services and data are primarily managed by a third-party waste management company. In cases where our third-party management system is not used, we internally evaluate our waste streams. Based on the metrics we track, we are evaluating sustainable alternatives for disposal.

Although our overall landfilled waste has increased since 2021, we have realized an 8% year-over-year decrease in our total waste output. Since our 2021 baseline, we increased our rate of diversion from landfill by 14%, which can be attributed to more formal waste audit procedures and working with our waste vendors to increase and create recycling streams. As we look ahead, we will continue to take opportunities that help us meet our 2025 goal of reducing our waste to landfill by 5% compared to our 2021 baseline.

Compared to our baseline, our non-hazardous waste increased by 46%, largely due to improved accuracy of our data reporting and increased production. Additionally, our increased recycling contributed to an overall increase in our non-hazardous waste. From 2022, we decreased our total non-hazardous waste by 12%, resulting in an overall 12% decrease in our combined hazardous and non-hazardous waste generation. We will continue to monitor our waste sources to evaluate reduction opportunities.

WASTE BREAKDOWN

Waste by Category Totals (in metric tons)	2021	2022	2023
Landfill	2,248	2,489	2,595
Compost	3	2,624	2,000
Reuse/recycle	1,908	2,054	2,010
Energy recovery	69	60	59
Incineration without energy recovery	1	1	1
Total	4,229	7,229	6,665
% Landfill Diversion	47%	66%	61%



WASTE AND FOOD WASTE PLANNED INITIATIVES

Stratas is exploring the implementation of waste audits at all locations to improve the management of all waste streams. In addition, we plan to evaluate our waste diversion target and develop a landfill diversion target specific to food waste. As part of this continual improvement effort, we also are working to educate employees on our general waste procedures, the outcomes of our waste audit(s), and our waste-related goals and initiatives.



Product Packaging



Integrate innovative packaging solutions, and clearly communicate the inputs of our materials and packaging to our consumers

While our packaging plays an essential role in maintaining our product quality and food safety, we also recognize that packaging can have a significant impact on the waste stream. To minimize the waste derived from our packaging, we use innovative, lightweight packaging solutions and prioritize sourcing recycled content where possible. Management and oversight of our product packaging is handled by the VP of Supply Chain.

OPTIMIZING PACKAGING WEIGHT

We conduct in-house testing and trials to optimize the shape and size of our packaging. Based on our findings, we select the materials and packaging designs that maintain the integrity and functionality of our products, without creating excessive waste. This is done in collaboration with our customers to deliver on their sustainability and quality packaging expectations.

RECYCLED CONTENT

In addition to our lightweight packaging innovations, we promote close-looped systems through our use of recycled content materials. In 2023, our corrugated packaging contained approximately 35% recycled content. We are working with our suppliers to understand the feasibility of introducing additional recycled content into our product portfolio. Due to constraints like the limited availability of post-consumer resin (PCR), to date, our plastic packaging is sourced from virgin material. We are actively working with our suppliers to determine how we may utilize PCR in our plastic bottles moving forward.

PACKAGING LIFECYCLE

We are proud to report that 100% of our corrugated packaging is certified by either the Forest Stewardship Council, the Sustainable Forestry Initiative, or the Programme for the Endorsement of Forest Certification. These certifications demonstrate that the corrugate we purchase is sourced from responsibly managed forests. To mitigate the impact of packaging waste, we utilize packaging that can be easily recycled. In 2023, roughly 95% of our packaging was recyclable.

2023 TOTAL WEIGHT (METRIC TONS) OF MATERIALS USED FOR PACKAGING¹

Material	Plastic		Corrugated	Steel
Packaging type	Closures	Bottles	Boxes	Steel Drums
Metric tonnage	680	17,467	15,422	907



PRODUCT PACKAGING PLANNED INITIATIVES

Stratas recognizes that supplier relationships are a critical factor for further reducing our environmental impact with product packaging. As part of our ongoing improvement efforts, we are exploring how we can work with our suppliers to:

- Optimize our packaging material weight
- Incorporate more recycled content into packaging materials where feasible
- Pursue alternative packaging solutions, like bio-based materials, when possible

As we continue to develop these solutions, we also plan to improve our tracking and measurement of packaging material use and content.

¹ Stratas additionally sources paper for our labels, but at the time of this report, the weight of our paper packaging is unavailable. 100% of materials used for packaging are purchased from external suppliers, i.e., suppliers outside of the Stratas Enterprise. Packaging data is taken from direct measurements, with minor estimations included where direct measurement was unavailable or infeasible.



SOCIAL

SOCIAL MANAGEMENT APPROACH

Employee health and safety is a critical part of our responsibility to our people and to running a responsible business. To cultivate a work environment that puts safety first, across all locations, our employees are covered by our occupational health and safety management system. Our management system is guided by our safety goals, including leading indicators on safety training rates and near miss reports.

Day-to-day oversight of our health and safety management system is led by our Corporate Health and Safety Manager and team of Environmental, Health and Safety (EHS) Coordinators. Each of our locations also hosts a Safety Committee that meets either on a monthly or annual cadence. Our dedicated safety staff members monitor key performance indicators, culminating in monthly EHS reports shared with all plant managers to keep everyone aware of progress towards company-wide and plant-level goals. Additionally, safety staff members oversee:

- Adherence to safety good manufacturing practices and Hazard Analysis and Critical Control Points (HAACP)
- Development of plant-level EHS policies
- Safety training and orientation for new hires
- Weekly toolbox training topics
- Internal and external safety audits
- Industrial hygiene monitoring
- Maintenance and auditing of security and fire protection equipment
- Incident and/or injury reporting, and in collaboration with Human Resources, investigations and workers compensation programs and guidelines
- Annual health and safety risk assessments
- Assessments of potential hazards and the effectiveness of controls to mitigate or eliminate the hazards
- Monthly safety training for all staff

Between one- and three-year intervals, we have an external third-party conduct an audit of our safety program at each plant. From the audit results, we identify potential health and safety risks and develop action items to eliminate or mitigate those risks.

MATERIAL TOPIC



Occupational Health
& Safety



Occupational Health and Safety



Provide a safe and secure operating environment for all employees, adhering to good working practices and the highest of safety procedures

While we work as a team to keep each other safe at work, we also emphasize each employee's personal responsibility to support their safety. Should an employee believe that there is a task that could cause injury, they are expected to remove themselves from the situation, alert their supervisor, and complete a safety observation card or incident report. Each plant maintains an open reporting procedure for workers to report hazards with guaranteed protection against reprisal for reports made in good faith. Safety reports are investigated by our EHS Coordinators and Human Resources Department.



99%

of our employees received safety training by the end of 2023



Highlight: Employee Wellness

Stratas is proud to offer holistic support to our workforce, promoting employee mental, physical, and financial well-being. To support the mental well-being of our workforce, we offer our employees and their families an Employee Assistance Program (EAP) that provides a confidential, safe, and easy-to-use counseling program. We also offer a separate digital emotional health program that helps colleagues work through feelings of being anxious, overwhelmed, or stressed. To support the well-being of our employees, we coordinate in-person wellness seminars and publish a monthly wellness newsletter with tips and resources for staying healthy. To support the physical health of our workforce, we either promote fitness with our onsite facilities or reimbursement for gym memberships. We additionally offer rewards for:

- Participating in preventative health programs
- Completing smoking cessation or healthy weight programs
- Completing an online health assessment
- Volunteering
- Various types of physical activity including steps per day and race events

As a company that cares for our people, we take great pride in providing these wellness tools and resources to support the health and well-being of our workforce.

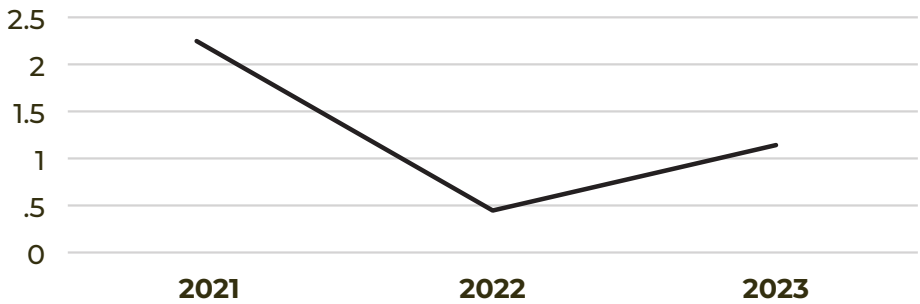
DATA AND KPIS

At Stratas, we use the US Occupational Safety and Health Administration (OSHA) criteria to determine, record, and manage our employees’ work-related injuries. We monitor recordable injuries, lost workday injuries, near misses, and safety training rates.

By the end of 2023, 99% of our employees received safety training. We also recorded 507 near misses for the year, surpassing our company-wide target.

Our 2023 total recordable incident rate was 1.036² and our lost workday incident rate was 0.576.³ These metrics include our employees and supervised contractors. The most common types of work-related injuries during the year were slips and falls. There were zero cases of work-related illnesses and zero fatalities.

Annual Total Recordable Incident Rate (TRIR)



Annual Lost Workday Incident Rate (LWIR)



OCCUPATIONAL HEALTH AND SAFETY
PLANNED INITIATIVES

In 2024, we plan to build on our foundation of health and safety measures with new initiatives that include the following:

- We plan to improve our injury prevention efforts by classifying the serious injury potential of each near miss. This will help us raise awareness about the severity of potential hazards and better inform our risk mitigation strategy moving forward.
- We are collaborating with a third-party organization to expand our health and safety training orientation to our contractors.

These actions and other new initiatives will help us provide a safe and healthy workplace for everyone involved with our operations.

² Our total recordable injury rate is calculated as the number of injuries per 200,000 hours worked.
³ Our lost workday incident rate is calculated as number of injuries resulting in time away per 200,000 hours worked.



GOVERNANCE

GOVERNANCE MANAGEMENT APPROACH

Stratas Foods has built its leadership position in the industry through a combination of product consistency, high quality, and exceptional service—traits that align with our Governance pillar for sustainability. The most important topics for us in this pillar are Product Safety and Labeling and Ingredient Sourcing, which help us create products that meet our rigorous standards for safety and quality. These areas are overseen by our VP of Research, Development, Innovation and Quality (RDIQ) and our VP of Supply Chain. Additionally, our advocacy and compliance groups provide direction on food safety and quality while also helping us comply with state and federal regulations.

We define food safety as any possibility of harm within our products. We define quality as any noticeable deviation that must be brought to our customers' attention. To monitor and minimize defects of food safety and quality, our corporate quality, regulatory, and compliance teams collaborate on product development and standards. Our Product Lifecycle Management (PLM) and Compliance Management (CM) teams work in tandem to review our [Food Safety Plan \(FSP\)](#) and ensure all components are timely and appropriate relative to rigor and precision to minimize food safety risk potential.

MATERIAL TOPICS



Product Safety
& Labeling



Ingredient
Sourcing



Product Safety and Labeling



Commit to transparent product labeling and enhancing the visibility of food safety metrics, and review product-end-of-life innovations and improvements

INNOVATION AND DEVELOPMENT

Stratas is recognized for meeting the demands of consumers through innovative research and development strategies. Stratas’ team of scientists, working in our Research, Development, and Innovation (RDI) Center, develop, test, and prototype a wide range of edible oil-containing products in well-equipped labs and a pilot plant facility. Our RDI cutting-edge products are widely accepted in the food service (e.g. restaurants and national distributors companies); food ingredients (e.g. large bakery and consumer packaged goods companies) and private label retail channels (e.g. main line grocers).

SAFETY AND COMPLIANCE

Regulatory compliance is an essential component of ensuring product safety. Our regulatory group works closely with our marketing team to review our product labels for consistency and accuracy and provides approval for taking products to market. Stratas conducts regular shelf-life studies to determine the safety of a product and the length that it can maintain its taste, quality, and nutritional value. Our shelf-life study process includes the following steps:

- 1 Secure a statistically relevant number of the commercially produced product
- 2 Store product in conditions that model supply chain and consumer adequate transportation, distribution, storage, and temperatures
- 3 Utilize our trained sensory panel to test for rancidity and/or off-flavor development and/or defects, then determining product quality
- 4 Catalogue results and utilize the outcomes to establish best buy date information for retail private label products and ensure that our shelf-life information for our other food channel entrants is accurate and appropriate



Our Research, Development, and Innovation Center, develops, tests, and prototypes a wide range of edible oil-containing products

In addition to meeting regulatory compliance, Stratas strives for transparency in all products and labelling. As a supplier's requirement, we document environmental and social impacts in our purchase specifications information. These requirements are used for all ingredients and packaging materials where we utilize a program to track and store this information. These documents include technical data sheets, material safety data sheets, raw material and packaging specifications, United States-Mexico-Canada Agreement (USMCA) designation as to country of origin, and, as applicable, certifications from third-party organizations (e.g. RSPO, Kosher, and Halal). The key benefit of this program provides market insights from the U.S. Food and Drug Administration (FDA), other regulatory bodies, and key suppliers to provide timely early warning notices on food safety issues as they develop in real time. We are then able to assess food safety risks and pivot to alternative approved suppliers if warranted.

PRODUCT AND CONSUMER HEALTH AND SAFETY

We place safety at the forefront of all our food products, and we regularly assess products for health and safety impact improvements. We adhere to our FSP, which includes elements to meet the Good Manufacturing Practices (GMP) requirements of the Food Safety Modernization Act (FSMA). Each of our producing facilities has their own unique FSP which is supported by the appropriately detailed pre-requisite programs.

To comply with the FSMA standard and following the Brand Reputation through Compliance Global Food Safety Standard (BRCGS), our FSP at each producing facility is subject to an internal risk management process and is further validated in accordance with the Global Food Safety Initiative (GFSI). To calibrate our ready state, we utilize our own internal audit team. In addition, and when within notice, we maintain an open line of availability for our customers to audit our facilities for compliance with food safety and quality standards.

Our FSP is an input to our GFSI and BRCGS certifications and provides Stratas a formal procedure for food safety. The BRCGS audit assesses food processor facility readiness in terms of infrastructure, equipment, and process controls and food safety culture requirements. We organize our FSP into three parts: Process, People, and Equipment.



Stratas conducts regular shelf-life studies to determine the safety of a product and the length that it can maintain its taste, quality, and nutritional value.

Food Safety Plan



PROCESS

Our FSP is a formal document that is a direct product output of GFSI standards in which Stratas receives an annual scorecard for this certification.



PEOPLE

Stratas is proud to have at least one member in each of our facilities who is a Preventive Controls Qualified Individual (PCQI). Our PCQIs are trained to know what materials, products, and processes to review and the relevant data to record. They work in the public's best interest.



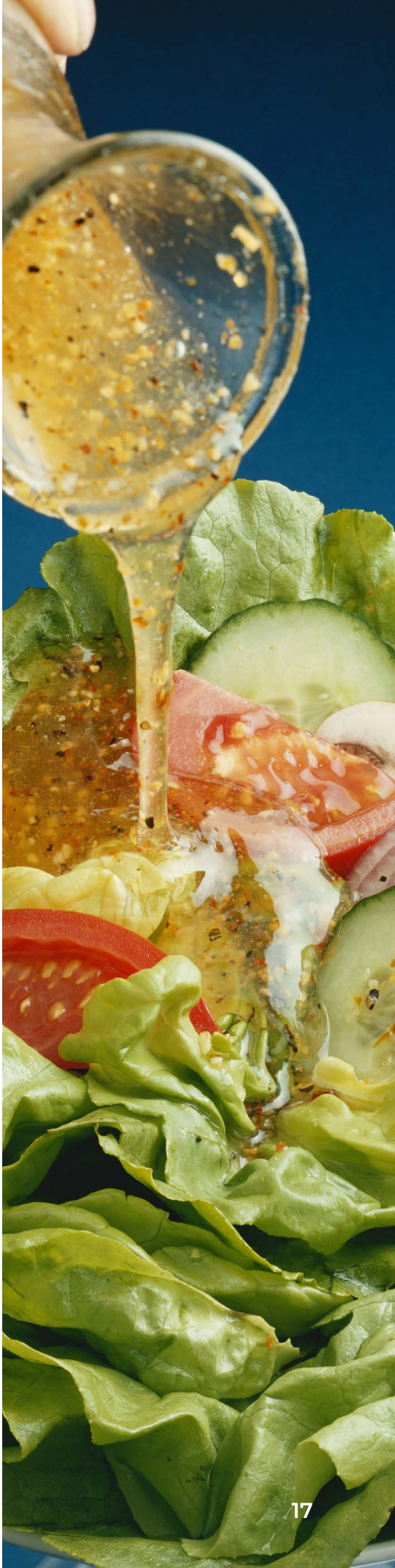
EQUIPMENT

Within our leading RDI team, we have an analytical services group that exists solely for our internal and external customers.



MORE ON EQUIPMENT

The analytical services group referenced above works with our product developers to establish product specifications which translates to quality control testing attributes during production and quality assurance finished product specifications prior to release for distribution to our customers. In addition, this team is charged with method development. Our edible oil industry has relied on wet chemistry testing processes which were solvent intensive. A solvent is a chemical which is often noxious and requires safety equipment. Where possible, minimize this group has spent the last 10 years investing in method development based on instrumentation to minimize the use of noxious solvents in our plant quality control/assurance labs. They continue to make good progress. Finally, this group works with external customers to provide testing certainty as this lab is one of the few in the U.S. to AOCS certified across multiple testing methodologies.



INTERNAL CONTROLS AND AUDITS

In addition to our FSP, Stratas undergoes many audits, including, but not limited to, third-party, customer-, and government- driven audits. For each facility, we adhere to BRCGS Global Standard and are required to complete a detailed risk assessment throughout our food categories and products. We use this information in our FSP, which contributes to our GFSI scores. Stratas’ critical work in this area has provided us with a GFSI score no lower than a 1B.

Risk mitigation is a critical part of our internal controls. We utilize risk assessments to identify potential issues and implement mitigation efforts. Through this process, we identify our highest-risk facilities and embed stronger controls, including assigned internal auditors. We follow a formal process for discerning root causes and determining corrective and preventative actions. Once determined, we hold collaborative monthly meetings with our quality and regulatory teams to update our findings and share best practices.

Stratas is proud to report that we have not identified any incidents of non-compliance with regulations or voluntary codes over the current reporting period concerning the following:

- Health and safety impacts of products and services
- Product and service information and labeling
- Marketing communications, including advertising, promotion, and sponsorship

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- Incidents of non-compliance with regulations resulting in a fine or penalty
- Incidents of non-compliance with regulations resulting in a warning
- Incidents of non-compliance with voluntary codes



PRODUCT SAFETY AND LABELING
PLANNED INITIATIVES

In 2024, Stratas is pursuing several initiatives for Product Safety and Labeling. One initiative is to develop product safety, labeling, and quality training for all employees so that everyone in the organization understands the critical impacts and implications of this area. Secondly, we want to create a Product End-of-Life Policy and educate employees on its importance. We also plan to evaluate potential food safety targets to improve visibility and accountability for results.



Case Study: Retailed Bottle Oil

TESTING THE BOUNDS AND IMPROVING UPON THE
INDUSTRY STANDARD

In 2011, Stratas began producing packaging for our oil to better protect its shelf life and deliver the freshest product possible to the market. We conducted a study to investigate the impact of our packaging on the oil’s shelf life. We found that the new vertical integration extended the oil’s shelf life from 12 months to 18 months, meaning our product stays fresher for longer and is less likely to become food waste. As of 2024, 18 months is the new industry standard for retail bottled oil shelf life.

Ingredient Sourcing



Integrate sustainability into supplier relationships, and partner with companies that align with Stratas’ sustainability strategy

SUPPLY CHAIN EXPECTATIONS

Stratas has a large product portfolio that includes multiple categories, ranging from baking ingredients to salad dressings and oils. This diversity makes ingredient sourcing a critically important area for us to manage well. From a supply chain standpoint, we expect our suppliers to manage their own supply chains to meet or exceed Stratas’ expectations, including those of healthy and ethical sourcing.

PALM OIL TRACEABILITY

Stratas uses palm oil in a select number of products. While we are not a direct producer of palm oil and do not own palm plantations, we do source it from other companies. We understand the negative social and environmental impacts that palm oil can have if not managed responsibly. That is why Stratas commits to the No Deforestation, No Peat, and No Exploitation (NDPE) standards and strives to build a traceable and transparent palm oil supply chain.

We work closely with customers and industry stakeholders to help develop a more sustainable supply chain for palm oil, palm kernel oil, and their derivatives. More on our policy can be found on our website: [Palm Supply Chain Policies](#). References in these policies regarding the Roundtable on Sustainable Palm Oil (RSPO) can be found here: [RSPO Principles](#) and [Criteria and RSPO Manual](#).



INGREDIENT SOURCING PLANNED INITIATIVES

Looking ahead, Stratas is evaluating the development of a formal supplier program that would improve supply chain traceability. This program would incorporate multiple sustainability and responsible business aspects into our supplier evaluations and selections. Additionally, we plan to expand our labor and human rights commitments within our palm oil policy to all supplier policies.



APPENDIX



GRI Index

Statement of Use: Stratas Foods LLC has reported information cited in this GRI content index for the period January 1st, 2023, to December 31st, 2023, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	REPORT LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational Details	About Stratas Foods; ACH, a division of Associated British Foods, contributed a portfolio of leading brands in the food service and food Ingredients industries, including Frymax, Mazola ZT, Whirl, Sweetex, Trisun, Tem-Tex and Fenix Flakes. ACH also delivered a strong retail bottled oils group, and an industry-leading external sales and broker network. ADM, a publicly traded Fortune 50 company, contributed a North American production network with a long history of operational excellence, access to a global network of procurement, processing, and transportation resources and an expert commodity sales force.
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency, and contact point	About This Report
	2-4 Entities included in the organization's sustainability reporting	Due to this being our first sustainability report, we do not have any restatements of information.
	2-5 External assurance	We currently do not seek external assurance for our report.
	2-6 Activities, value chain, and other business relationships	About This Report
	2-7 Employees	About Stratas Foods
	2-8 Workers who are not employees	About Stratas Foods

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Governance Structure, Composition, and Company Policies ; A management committee (MC) member serves until death, resignation, or removal by the parent organization that appointed the MC member. Tenure of the current members ranges from 2 years - 15 years. 3 males and 1 female: Richard Morrison - Performance Director ABF, Steve Zaruba - Interim CFO ABF Ingredients, Lisa Toole ADM VP Global EHS & RCM, John Grossmann ADM President North America Oil
	2-10 Nomination and selection of the highest governance body	Governance Structure, Composition, and Company Policies
	2-11 Chair of the highest governance body	Governance Structure, Composition, and Company Policies
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure, Composition, and Company Policies
	2-13 Delegation of responsibility for managing impacts	Sustainability Oversight
	2-14 Role of the highest governance body in sustainability reporting	Letter from CEO , About This Report , and Materiality and Stakeholder Engagement
	2-15 Conflicts of interest	Stratas maintains an internal conflicts of interest (COI) policy to prevent and mitigate COIs, and there are provisions within our joint venture agreement (JVA) that govern the Management Committee (MC) standards of conduct.
	2-16 Communication of critical concerns	We have incurred zero reported critical concerns. Any critical concerns are reported to the management committee by executive leadership on a monthly and/or quarterly basis.
	2-17 Collective knowledge of the highest governance body	Governance Structure, Composition, and Company Policies
	2-18 Evaluation of the performance of the highest governance body	There are no processes for evaluation of the management committee.

GRI 2: General Disclosures 2021	2-19 Remuneration policies	Governance Structure, Composition, and Company Policies; Stratas has established clear and guiding principles regarding employee and executive remuneration that ensures fair, competitive, and appropriate pay for the markets in which the company operates. Stratas' goal is to ensure that the mix and balance of compensation is appropriate to attract, motivate, retain, and fairly reward executives and other employees. Stratas executive compensation consists of a mix of four components including annual base salary, annual incentive or bonus plan tied to short-term performance measures, long-term incentives plans tied to financial performance, and a benefits plan, including annual executive physicals. Sign on bonuses or recruitment incentive payments: Executives receive offer letters detailing base salary, benefits, PTO allotment, and other relevant information upon joining or receiving a promotion. Termination payments: Severance agreements are determined on an individual basis and include compensation, benefits, non-compete clauses, confidentiality agreements, and release of claims upon termination. Clawback and retirement benefits are not applicable to Stratas. Stratas Foods policies are designed to align with the company's objectives and performance by linking executive rewards to financial performance, the compensation policies incentivize executives to make decisions that drive economic growth and create long-term value for shareholders, employees, and other stakeholders and considering a comprehensive set of performance metrics, the compensation policies encourage executives to adopt an integrated approach to decision-making that considers the organization's impacts on multiple stakeholders.
	2-20 Process to determine remuneration	Stratas developed the compensation philosophy to describe how the organization manages compensation and to provide guidance in the setup and ongoing maintenance of compensation practices. Stratas worked with an external compensation consultant to set target rates at the 50th percentile of the competitive market, reviews staff comp-ratios for internal equity, provides short-term incentives for meeting set goals, provides long-term incentives to executives to align objectives with those of the organization. The Compensation Committee, consisting of our HRIS Manager, VP of HR, CFO and CEO meet twice annually to review adherence to compensation grade ranges and short-term incentive target percentages by role. Stakeholders are involved in the development of job descriptions, reviewing each job/role to help determine the applicable job hierarchy and associated salary range. Additionally, stakeholders monitor employee feedback and performance outcomes to identify areas for improvement and adjustment as needed. An external compensation consultant is used annually to review changes in market and structure. Additionally, we participate in WillisTowersWatson (WTW) compensation survey and have a comprehensive WTW compensation database to use when pricing new positions. Data is gathered on industry standards; market trends, competitor pay practices and recommendations from compensation business partner.
	2-21 Annual total compensation ratio	Ratio of annual total compensation for the organization's highest-paid individual to the median total compensation for all employees (excluding the highest-paid individual): 18.14 Ration of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employee (excluding the highest paid individual): -5% Process to compile data: 1) Reviewed total compensation (gross) report for Calendar year 2022 and 2023 2) Identified Highest paid individual each year 3) Calculated ratio based on noted GRI formula (highest to median) 4) Calculated ratio % change from 2022 and 2023
	2-22 Statement on sustainable development strategy	Letter from CEO

GRI 2: General Disclosures 2021	2-23 Policy commitments	Letter from CEO; Governance Structure, Composition, and Company Policies Link to policies: https://www.stratasfoods.com/palm-supply-chain-policies
	2-24 Embedding policy commitments	Materiality and Stakeholder Engagement
	2-25 Processes to remediate negative impacts	Stratas human resources investigates complaints and claims, documenting and reporting issues to appropriate parties inside the organization to include Legal, Finance, or department leaders. Stratas human resources and Legal determine when to get external legal support involved based on the topic or severity of any perceived negative impact. For internal grievances, employees are encouraged to bring issues of concern to the next level supervisor or human resources. For any instance where an internal employee would prefer to submit a grievance to a third party, Stratas Foods contracts with an external firm to capture and report complaints back to the company and allows callers to remain anonymous if they desire to do so. The Human Resources VP receives all reports from the external hotline, reviews investigation notes and remediation actions contained in the report, summarizes the issues and creates reports reviewed with the management committee.
	2-26 Mechanisms for seeking advice and raising concerns	Stratas has a hotline and designated email where employees, suppliers, and customers can report concerns or seek advice. The hotline provides confidentiality and anonymity to encourage open communication and protect from retaliation. The hotline and email channels are well-publicized and easily accessible. In addition, paper and online surveys are provided to allow individuals to provide feedback and suggestions for improvement.
	2-27 Compliance with laws and regulations	In 2023, Stratas reported zero significant instances of non-compliance with laws and regulations during the reporting period including fines incurred and instances for which non-monetary sanctions were incurred. We had one notice of violation issued in Englewood, NJ, by NJDEP related to stormwater sampling, but no sanctions were incurred.
	2-28 Membership associations	We participate in a significant way in the Greater Memphis Chamber of Commerce, the National Institute of Oilseed Processors, the American Fats & Oils Association, the International Foodservice Manufacturers Association, the American Oil Chemists Society, and the Institute of Food Technologists.
	2-29 Approach to stakeholder engagement	Materiality and Stakeholder Engagement Link to Stratas Serves: https://www.stratasfoods.com/community-engagement
	2-30 Collective bargaining agreements	38% of Stratas employees are covered by collective bargaining agreements. Stratas does not determine non-union working conditions or terms based on collective bargaining agreement's. Stratas does: 1) Ensure the organization is following relevant labor laws, and regulations that govern working conditions, wages, hours, and benefits for both union and non-union employees. Ensures policies are fair, consistent, and compliant with legal requirements and industry standards. 2) Conduct market analysis to determine industry standards, compensation practices and working conditions for similar roles and industries. 3) Engage in dialogue with non-union employees to gather input, feedback, and concerns. Consider employee input when making decisions about working conditions and policies. 4) Foster positive labor relations by promoting open communication, mutual respect, and collaboration.

Materials		
GRI 301: Materials 2016	Disclosure 301-1 Materials used by weight or volume	Product Packaging
	Disclosure 301-2 Recycled input materials used	Product Packaging
	Disclosure 301-3 Reclaimed products and their packaging materials	Data on reclaimed products and packaging materials is not available.
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Greenhouse Gas Emissions
	305-2 Energy Indirect (Scope 2) GHG Emissions	Greenhouse Gas Emissions
Waste		
GRI 306: Waste 2020	306-2 Management of significant wasterelated impacts	Waste and Food Waste
	306-3 Waste generated	Waste and Food Waste ; Our waste data is typically compiled using manifests, bill of lading's or invoices supplied by disposal companies. The wastes are segregated prior to shipment and sent out in single streams which are classified in our tracking system by waste type and disposal method.
	306-4 Waste diverted from disposal	Waste and Food Waste
	306-5 Waste directed to disposal	Waste and Food Waste

Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	Occupational Health and Safety
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-6 Promotion of worker health	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Occupational Health and Safety
	403-10 Work-related ill health	Occupational Health and Safety
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Labeling
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety and Labeling

Marketing and Labeling		
GRI 417: Marketing and Labeling 2016	Disclosure 417-1 Requirements for product and service information and labeling	Product Safety and Labeling ; The MDA and technical data sheets guide us as the formulator and processor of the raw material (i.e. input) for our finished goods as to the safe use of our product; The MDA and third-party certification provide guidance as to the raw material or packaging disposal; Country of origin; 19 CFR 134.1(b) is strictly enforced within Stratas Foods LLC regulatory review process. In addition, for those products which qualify and we desire to make a "Made in USA" claim, we utilize regulatory rigor to ensure that we comply with 16 CFR 323.2; 100% of Stratas' inputs, including raw materials and packaging components, are covered by and assessed for compliance with such procedures.
	Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling	Product Safety and Labeling
	Disclosure 417-3 Incidents of non-compliance concerning marketing communications	Product Safety and Labeling

SASB Index

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Stratas Foods 2024 Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	(1) Total energy consumed in 2023: 219,671 GJ (2): N/A (3): 0%
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m³), Percentage (%)	FB-PF-140a.1	(1) N/A (2) *Total water consumed in 2023: 101,205.63m³ The above data represents water consumption from our 5 fully owned locations and excludes our 3 shared facilities with ADM including the following locations: Decatur, Quincy, and Valdosta
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	FB-PF-140a.2	In 2023, there was one Notice of Violation (NOV) issued in Englewood, NJ, by NJDEP related to stormwater sampling, but no sanctions were incurred
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	FB-PF-140a.3	Our biggest risk is a large scale release of material to navigable water ways. Stratas' current preventative actions to limit the potential for this to occur are as follows: • Continue evaluation of methods of release • Focus on BMPs and preventative release plans • Ensure equipment is working properly and appropriate preventative maintenance • Implement control measures and devices such as level alarms and SOPs (unloading procedures, equipment procedures, material transferring procedures) • Implement oil water separators, and treatment systems • Monitor and permitting requirements • Incorporate GEMINI reminders for regulatory driven tasks • Conduct spill response drills and containment

Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	(1): Stratas Foods, LLC, operates 8 processing facilities each of which are GFSI compliant. Our major and minor non-conformance rate is zero. For the current audit year, we have scored BRC AA for 2 facilities, SQF 97% for 1 facility, and BRC A for the remaining 5 facilities. (2): We have achieved a 100% corrective action rate for each facility for those occasions when the GFSI auditor assigned a minor non-conformance. There have been no major non-conformance findings.
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Quantitative	Percentage (%) by cost	FB-PF-250a.2	Stratas Foods, LLC, utilizes an ingredient vendor supplier qualification program for which a GFSI audit score is required. In addition, Stratas Foods, LLC employs an internal audit program to ensure a robust internal risk management program. As such 100% of Stratas Foods, LLC, ingredients are sourced from Tier 1 supplier facilities certified to a GFSI recognized food safety certification program.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	(1): Zero (2): Zero
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tonnes (t)	FB-PF-250a.4	(1): Zero (2): Zero
Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	Quantitative	Presentation currency	FB-PF-260a.1	Data is not available; current systems do not track this level of detail
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	N/A	FB-PF-260a.2	We adhere to our allergen risk mitigation program

Product Labelling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	N/A
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Presentation currency	FB-PF-270a.2	Data is not available; current systems do not track this level of detail
	Number of incidents of non compliance with industry or regulatory labelling or marketing codes	Quantitative	Number	FB-PF-270a.3	Zero
	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	Quantitative	Presentation currency	FB-PF-270a.4	No lost revenue as zero non-compliances
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Quantitative	Metric tonnes (t), Percentage (%)	FB-PF-410a.1	(1) Total weight of packaging= 34,476 metric tons (2) Percentage of corrugated made from recycled materials = approximately 35% (3) Percentage of packaging that is recyclable = approximately 95%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	FB-PF-410a.2	To reduce the environmental impact of packaging throughout its lifecycle we optimize our packaging weight, utilize recycled content, source corrugated packaging from responsibly managed forests (as demonstrated by FSC,SFI, or PEFC certification), and utilize packaging that can be easily recycled.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Data is not available; current systems do not track this level of detail.
	Suppliers' social and environmental responsibility audit (1) non conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Quantitative	Rate	FB-PF-430a.2	Data is not available; current systems do not track this level of detail.

Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	Data is not available; current systems do not track this level of detail.
	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	Discussion and Analysis	N/A	FB-PF-440a.2	We primarily utilize edible oils to make our finished products which includes shortening, margarines, salad/cooking oils, mayonnaise, salad dressings and dipping sauces. Our edible oils include: soybean, canola, palm, peanut, corn, cottonseed, sunflower, high oleic soybean, high oleic sunflower, high oleic canola and olive oil. To ensure that we are responsible in sourcing and food safety, we require of our vendors to warrant that the edible oils they supply Stratas Foods are prepared under conditions of Good Manufacturing Practices (21 CFR 117) and meet all standards for human consumption including compliance with applicable provisions of the Federal Food, Drug, and Cosmetic Act, state and local regulations and, where applicable, USDA, Health Canada, and the Food Chemical Codex. As an example, our Organic Palm Oil is purchased based on the following description: Organic RBD Palm Oil is 100% fully refined, (refined, bleached & deodorized), Certified Organic, expeller pressed whole palm oil processed to be suitable for use as an edible product as received.

Table 2. Activity Metrics

Activity Metric	Unit of Measure	Code	SASB Notes (if applicable)	Stratas Foods 2024 Response
Weight of products sold	Quantitative	Metric tonnes (t)	FB-PF-000.A	Data is not available; current systems do not track this level of detail.
Number of production facilities	Quantitative	Number	FB-PF-000.B	Eight (8)